IPPS-A LIVE

INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

COL Greg S. Johnson Chief, Functional Management Division

With guests LTC Bullock, LTC Bingham and MAJ Kim

26 October 2020 1530 ET

Join Microsoft Teams Live

1. HR Transformation

- Standardize Business Processes across the Human Resources Domain
- Update Laws, Regulations, and Policy to enable and reflect modernized processes

2. Data Correctness Campaign

- Execution of Unit-level Tasks
- Execution of Soldier-level Tasks
- Enabling Commander Oversight

3. Modernization of HRC IT Infrastructure
-Overview on following slide

- Identification and utilization of Authoritative Date Sources and Services
- Restructuring of Data Brokerage Processes and Services
- Full As Is / To Be Business Process Mapping to Data element level

Unclassified//For Official Use Only (FOUO)

Release 3 Deployment Preparation Activities

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

BLUF: The IPPS-A Rel 3 Deployment plan will enable units to prepare for successful Rel 3 go live.

Inform

Inform Commands and Leaders in preparation for Rel 3 Deployment Activities

FRAGO 5 published
https://www.milsuite.mil/book/docs/DOC-838476

10 Aug 20

Rel 3 Kick-Off VTC to Commands

Oct 20 - Apr 21

IPPS-A New Material / Command Inbriefs

Prepare

Prepare Organizations for Rel 3 Deployment Activities

Component Specific DIGs Oct 20

Data Mock Conversions May 20 – Oct 21

Deployment Table Top Exercises Aug – Nov 20

Deployment ROC Drills May – Oct 21

Execute

Cutover Tasks Nov - Dec 2021
See Deployment Checklist for specific dates

Account Provisioning

Faces to Spaces

Close out personnel actions

Systems Brownout

Go Live

21 Dec 2021

Over the Shoulder Supt Jan – Apr 22

Sustain

Sustainment 2022 - 2024

Unit Data Correctness Activities

Enhanced Personnel Readiness Review

Analyze and Correct Data Errors

Army Org. Server (AOS) Training / Set-up / Slotting activities

Full Personnel Asset Inventory (PAI)

Jan – Feb 22

As of: 17 July 2020

- **Purpose: Provide units with an overview of Integrated Personnel and Pay System – Army (IPPS-A) capabilities, deployment timelines, training strategy, and inform units of specified tasks required to support the successful deployment of IPPS-A**

- **Conducted 3 of 44 NMIBs (OCT-APR 21)**
  - **Audience: Commanders, Staff, (i.e G1, G3, G6), and Human Resource Professional (HR Pro)**
  - **Virtual Event; In-person events are limited due to COVID-19**
  - **Town Halls: Information sessions not certification training**
    - Day 1 Executive Brief (1 hour); IPPS-A Coordinators (1.5 hours); Training Resource Administrators (2 hours)
    - Day 2: HR Pro (2 hours); Self-Service (1.5 hours); Unit Leaders (1.5 hours)

- **How can units help:**
  - Attend all IPPS-A deployment and training activities
  - Everyone be active and meticulous about data correctness
  - Remember: A Soldier's record in IPPS-A will be part of their career forever

IPPS-A is the Army's New Go-To War Human Resource System; on track to be deployed to Total Force no later than DEC 21

Data Correctness Campaign

Bottom Line Up Front

IPPS-A is leading the Active Duty effort to clean up legacy HR System data for the upcoming Release 3 in DEC 2021. The areas of focus include eMILPO, TOPMIS II, DTMS, and ATRRS. Maximum participation from both Individual Soldiers and HR Professionals is requested for a seamless transition.

Key Tasks for Individual Soldiers

- Review personnel records for correctness on DMDC milConnect.
- Check SRB/ORB for correctness.
- Review ATRRS Training Transcript for correctness and resolve any missing training records.

Key Tasks for HR Professionals (S1/G1)

- Subscribe to and participate in the Data Quality Assessment Report (DQAR). This is the monthly feedback that IPPS-A Data provides to the field.
- Conduct Enhanced PRR in conjunction with annual PRRs in order to check and fix historically error prone areas within personnel records.

Key Tasks for Force Managers (G3/G8)

- Participate in the ongoing Faces-to-Spaces and AOS data quality campaign.
- Increase AOS knowledge base within the commands' force management teams; implement processes that support strength management through AOS position and hierarchy management

What Should Commanders Ask their G1?

- Are we pulling IPPS-A's monthly Data Quality Assessement Report (DQAR) for our Unit?
- Have our error rates been improving?
- What is our PRR completion rate right now? (Should be over 95% on a rolling basis)
- Are we encouraging Soldiers to check their personnel records? (milConnect, Record Briefs, and ATRRS Transcripts)
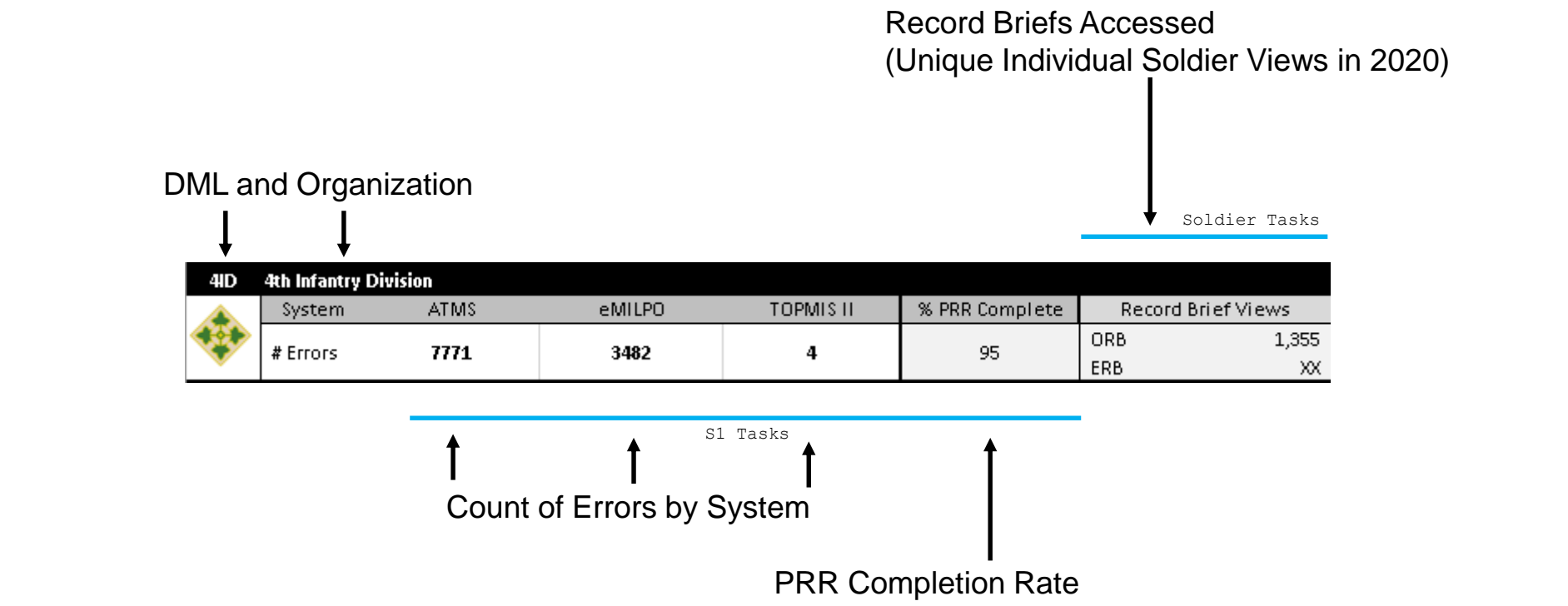
Training Aids and How to Guides

- IPPS-A Data Correctness milSuite https://www.milsuite.mil/book/docs/DOC-732963
- IPPS-A Data Correctness milWiki https://www.milsuite.mil/wiki/Portal:IPPS-A_Data_Quality_Program
- POC: MAJ Kim (eric.c.kim.mil@mail.mil)

Data Correctness Campaign Scorecard Guide

Bottom Line Up Front

Scorecards will be published monthly by DML outlining current count of errors as well as highlighting participation in Soldier and S1 tasks. Count of errors by system is for the previous month, all other metrics are cumulative for the calendar year.

Record Briefs Accessed
(Unique Individual Soldier Views in 2020)

DML and Organization

Soldier Tasks

4ID	4th Infantry Division						
	System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
	# Errors	7771	3482	4	95	ORB	1,355
						ERB	XX

S1 Tasks

Count of Errors by System

PRR Completion Rate

To add your unit/organization to the monthly Data Quality Assessment Report contact:
SFC Micah Wood (micah.a.wood2.mil@mail.mil) and SFC David Clark (david.a.clark.mil@mail.mil)

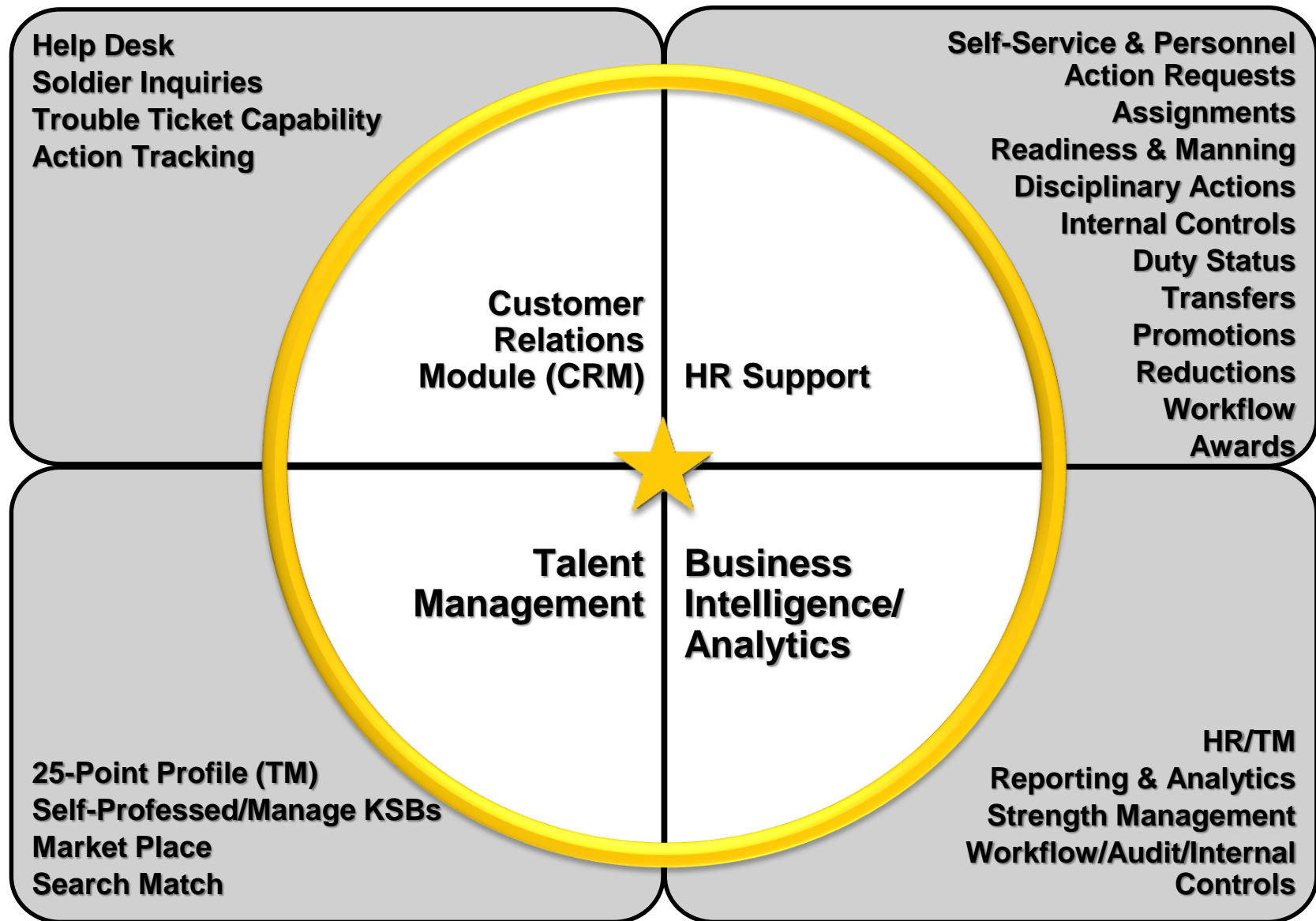Please see link below for Data Quality Assessment Report (Access Database Instructions):
https://www.milsuite.mil/wiki/Portal:IPPS-A_Data_Quality_Program/Using_the_Data_Correctness_Database

IPPS-A — INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

101 — 101st Airbone Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	7,621	3,205	2	93	ORB	1,342
					ERB	XX

10M — 10th Mountain Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	7,506	2,777	2	99	ORB	1,394
					ERB	XX

1AD — 1st Armored Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	4,703	4,703		94	ORB	1,196
					ERB	XX

1AF — 1st Army HQ

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	93	93		96	ORB	52
					ERB	XX

1CD — 1st Cavalry Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	8,144	3,092	10	97	ORB	1,239
					ERB	XX

1ID — 1st Infantry Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	4,839	1,887	2	97	ORB	1,002
					ERB	XX

25I — 25th Infantry Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	4,490	2,085	2	90	ORB	1,121
					ERB	XX

2ID — 2nd Infantry Division

System	ATMS	eMILPO	TOPMIS II	% PRR Complete	Record Brief Views	
# Errors	1,005	1,005		92	ORB	531
					ERB	XX

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Help Desk
Soldier Inquiries
Trouble Ticket Capability
Action Tracking

Customer Relations Module (CRM)

HR Support

Self-Service & Personnel
Action Requests
Assignments
Readiness & Manning
Disciplinary Actions
Internal Controls
Duty Status
Transfers
Promotions
Reductions
Workflow
Awards

Talent Management

Business Intelligence/ Analytics

25-Point Profile (TM)
Self-Professed/Manage KSBs
Market Place
Search Match

HR/TM
Reporting & Analytics
Strength Management
Workflow/Audit/Internal Controls

Question &
Answers

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INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

Mobile Access Flow
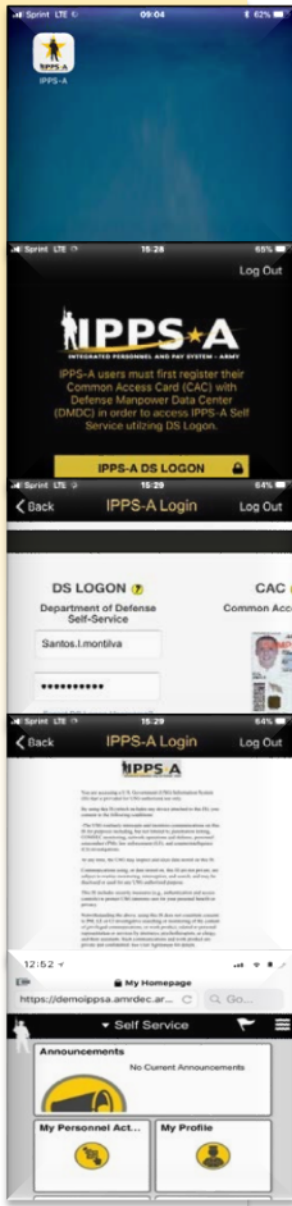

No CAC Required – Self-Service via DS Logon

1. **Update address and contact information**
2. **Self-Profess KSBs**
3. **View Person Profile**
   a) Military Training information – Schools, APFT/ACFT date and score
   b) Physical Profile – exam, deployment readiness
4. **View Promotion Points (Semi-Centralized)**
5. **Submit/Track Personnel Action Requests (PARs)**
   a) Admin Correction PAR
      • Personnel actions previously submitted using a DA 4187
      • Apply for VTIP or nominative assignments (SFAB)
      • Requests for administrative updates to HR record
   b) Awards PAR - AAM, ARCOM, MSM, and LOM
   c) Special Duty/Incentive Pays
6. **View and apply for job openings** – view marketplace vacancies
7. **Assignments**
   a) Make elections
   b) View Assignment Orders
8. **Request/view a payroll absence (leave)**

CAC Required

1. **DD93 Updates**
2. **Non Self-Service (HR Professional or Commander)** – *if a user has a CAC reader for mobile he/she can login as an elevated user*

Release 3 System Subsumptions, Conversions, and Interfaces

Bottom Line Up Front

Release 3 will consist of 84 interfaces (33 inbound, 51 outbound), 11 conversions, 13 full subsumptions, and 13 partial (module) subsumptions.

Inbounds: 33

AORS
AOS
ARISS
ASBS
ATMS
ATRRS
CAFRS
CAMP
CCIMM
COOL
DAPMIS
DMDC / DEERS
DISS (JPAS)
DJMS-AC
DJMS RC
DTOD
EDES
EFMP
EPM
KEYSTONE-RETAIN-CS
MOBCOP-U (DAMPS) / AFCOS
MODS
OPA-AWRS (DLPT)
PER-DSS-PAM / PAM XXI (POSC-EDIT)
RCAS
RCMS-G
RCMS-R
RLAS
SEPS
SFARS (EDTM)
SOES
TESS
USMA AMS

Outbounds: 51

A2T-PS
ACT
AKO
AORS
ARISS

ASBS
ATMS
ATRRS
AWCTS
CAMP
CDS
CRRD
DAMIS
DMDC / DEERS
DISS (JPAS)
DJMS-AC
DJMS-RC
DMHRSI
DPS
DRAS
EDES
EMA-DW-AE
EMDS
EPM

GCSS-Army
iPERMS
ISM
KEYSTONE-RETAIN-CS
LAAWS-JAGCNET
MEDCHART
MOBCOP-U (DAMPS) / AFCOS
MODS
MSB (SBS)
MY EDUCATION
PaYs
PDE/AAG
PER-DSS-A2SF
PERS-DSS-PAM / PAM XXI (POSC-EDIT)
PLFS
RCAS
RCMS-G
RCMS-R
RLAS
SEPS
SFARS (EDTM)
SFT (ArmyFit)
SLDMS
TAP XXI
TKE

DMDC

DMDC / DEERS
DISS (JPAS)
SOES

DFAS

DJMS-RC
DJMS-AC
DRAS
PLFS

DOD

MODS
DMHRSI
DPS
MY EDUCATION
MSB (SBS)

Conversions: 11

AORS
AOS
CCIMM
DMDC / DEERS
EFMP
eMILPO
RCAS
TAPDB-R
TOPMIS II
TOPMIS II (AIM 2)
USMA AMS

Full Subsumptions: 13

ASK
EDAS
eMILPO
ICDT
iTAPDB
MOSC
PPW
TAPDB-AE
TAPDB-AO
TAPDB-ARNG
TAPDB-R
UIC
UPDB

Partial Subsumptions: 13

FTSMSC (Leavelog)
ISM (INPROC)
ISM (OUTPROC)
ISM (PERSLOC)
PAMS Ft Hood – Reassignment Management
PAMS Ft Hood – Deployment Management
PAMS Ft Hood - Strength
PAMS Ft Hood – Unit Personnel Management
RCAS (UPS)
RCAS (CMS)
RCAS (MILPO)
RLAS (PERS)
TOPMIS II (AIM 2)

☐ **Data Correctness Campaign**
- **ENDSTATE:** Ensure accurate data in the Authoritative Data Source (ADS) prior to conversion and Rel 3 *Go Live*
- **Individual Soldiers:** Review, edit, update, and correct personal HR data (DMDC, eMILPO SRB, and ATRRS Transcript)
- **Unit S1s:** Complete Enhanced PRR and review/resolve errors from monthly Data Quality Assessment Report (DQAR)

1. **Enhanced PRR**
- **eMILPO:** Pay, Benefits, Promotions, Assignments, Soldier Data (222 data elements)
- **TOPMIS II:** Pay, Benefits, Promotions, Assignments, Soldier Data (192 data elements)
- **ATMS / DTMS:** HT/WT, APFT, ACFT, Weapons (30 data elements)
- **ATTRS:** Courses and Dates (43 data elements)
- **How-To Guides:** Available at https://www.milsuite.mil/book/docs/DOC-732963

2. **Data Quality Assessment Reports (DQAR)**
- IPPS-A FMD Data Team produces and distributes the monthly Active Component Data Quality Assessment Reports (DQARs)
- All DIV G1s should subscribe and push to lower commands
- For access to your unit's report, contact SFC Micah Wood at micah.a.wood2.mil@mail.mil or MAJ Eric Kim at eric.c.kim.mil@mail.mil

☐ **Training:**
- MilPay MTT Training Link
- Data Correctness Training: 2nd Monday of Every Month
- IPPS-A & Warrant Officer Huddle: 3rd Monday of Every Month
- IPPS-A Webinar Series: Starting January 2021
- S1 Overview Series: Starting April 2021
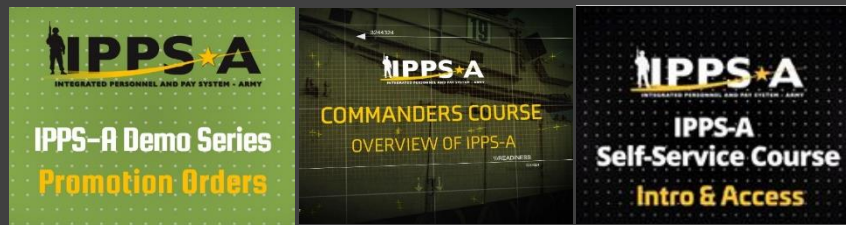- Historical Training Products

Question & Answers

IPPS-A LIVE

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More About IPPS-A

Demos and Videos

YouTube:
https://www.youtube.com/channel/UCM1SIVuPyl5NfLcuf3inDRg
MilSuite:
https://www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a

IPPS-A Live Training and MTTs

AOS MTT / Mock Conversions
MilPay / Entitlements Training (MTT)
Data Correctness
BI / Analytics
Webinar and Demo Series
HR Transformation Summits

More Events

- **IPPS-A Live Townhalls**
- **Facebook Live Demos**
- **IPPS-A Podcasts**
- **AUSA Warrior's Corner**

Resources

IPPS-A Webpage
Social Media: YouTube, Facebook, LinkedIn, Twitter
S1 Net
GKO

Primary Audience: All Leaders and Users

Give us your feedback!

Go to https://peoeissurvey.altess.army.mil/n/zz5t1.aspx
Or scan the QR code below

(Survey works best when opened in Microsoft Edge)

For more information and to download today's slides:

Go to https://ipps-a.army.mil/total-army/
Or scan the QR code below